Public Service Benefit Plan Act

24th Annual Report
Year Ended March 31, 2000

BRITISH COLUMBIA

Public Service Employee Relations Commission

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PROVINCE OF BRITISH COLUMBIA

TWENTY-FOURTH ANNUAL REPORT

pursuant to the

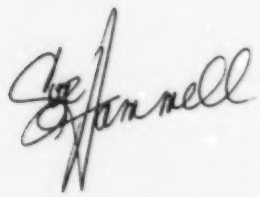
PUBLIC SERVICE BENEFIT PLAN ACT

YEAR ENDED MARCH 31, 2000

To: The Honourable Garde B. Gardom
Lieutenant-Governor of the Province of British Columbia

YOUR HONOUR:

The undersigned respectfully submits the Annual Report of the business done pursuant to the *Public Service Benefit Plan Act* during the fiscal year ended March 31, 2000.



Sue Hammell
Minister of Multiculturalism and Immigration and
Minister Responsible for the Public Service

April 3, 2001

Honourable Sue Hammell
Minister of Multiculturalism and Immigration and
Minister Responsible for the Public Service
Victoria, British Columbia

Dear Minister Hammell:

I am pleased to submit the Annual Report of the business done by the Public Service Employee Relations Commission pursuant to the *Public Service Benefit Plan Act* during the fiscal year ended March 31, 2000.

Respectfully submitted,

Valerie Mitchell
Commissioner

April 3, 2001

INTRODUCTION

This annual report represents business done under the *Public Service Benefit Plan Act* during the 1999/2000 fiscal year.

As the employer, the Province establishes group insurance benefits for its employees under the authority of the *Public Service Benefit Plan Act* and the attendant Regulations. These insurance benefits are extended to other Public Sector Employers under the same authorities. Details of the insurance arrangements of each benefit plan and the participating employers are set out in the Regulations. The benefit plans cover all eligible employees during active employment, while in receipt of long term disability benefits, and in some cases, after retirement. This information is detailed within each benefit section of this report.

The Public Service Employee Relations Commission (PSERC) is responsible for implementing the *Public Service Benefit Plan Act* and its Regulations. PSERC manages and administers the benefit plans, develops policy, and negotiates contracts with the insurance companies. The benefits are funded through a $1000 Vote that recovers the benefit costs from ministries (and some participating employers) in the form of a charge-back as a percentage of payroll. Other participating employers pay the actual costs for the benefits provided to their employees.

PSERC is committed to carry out its duties in a fair, efficient and cost effective manner. Containment of benefit costs is a priority and is an ongoing process that encompasses a number of initiatives such as: improvements to administrative processes, programs to facilitate an early return to work of previously disabled empioyees, re-tendering of insurance contracts, referenced based pricing of prescription drugs, and collective bargaining initiatives.

Employers participate in different plans; consequently, the enrolment numbers are reported within each benefit section.

Employers participating in some, or all, of the employee benefits plans include:

- Province of British Columbia
- Members of the Legislative Assembly
- BC Mental Health Society
- BC Securities Commission
- BC Transportation Financing Authority
- British Columbia Buildings Corporation
- British Columbia Ferry Corporation
- British Columbia Housing Management Commission
- BC Investment Management Corporation
- British Columbia Trade Development Corporation
- British Columbia Treaty Commission
- Columbia Power Corporation
- Emergency Health Services Commission
- Employment Standards Tribunal
- First Peoples' Cultural Foundation
- Fisheries Renewal BC
- Forest Practices Board
- Forest Renewal BC
- Government House
- Highway Constructors Limited
- Industry Training and Apprenticeship Commission
- Islands Trust
- Jobs and Timber Accord
- Labour Relations Board
- Oak Bay Lodge Society
- Okanagan Valley Tree Fruit Authority
- Peace Liard Coast Community Health Services Society
- Professional Employees Association
- Provincial Capital Commission
- Public Sector Employers' Council
- Public Service Appeal Board
- Science Council of BC
- The BC Government and Service Employees' Union
- The Union of Psychiatric Nurses
- Tillicum & Veterans Care Society
- Tourism BC

PUBLIC SERVICE BENEFIT PLAN ACT

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PUBLIC SERVICE BENEFIT PLAN ACT

PART I

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA

For the Year
April 1, 1999 to March 31, 2000

PUBLIC SERVICE BENEFIT PLAN ACT

MEDICAL SERVICES PLAN OF BRITISH COLUMBIA

SUMMARY OF BENEFITS AND PREMIUMS

For the Year
April 1, 1999 to March 31, 2000

Benefits:

The Medical Services Plan provides medically required services of physicians or surgeons and physiotherapy and chiropractic services. Other Ministry of Health benefits include coverage for hospital accommodations, hospital services and expenses such as laboratory tests, and partial reimbursement of specific medications.

Enrolment:

Enrolment numbers as at March 31, 2000 total 48,281, which includes employees of the Public Service (active and on Long Term Disability), and the Public Service Pension Plan pensioners.

Financial Arrangement:

The Medical Services Plan expense is based on a monthly premium arrangement. This benefit is 100% employer paid. The monthly premiums for the reporting period were:

Single	Couple	Family
$36.00	$64.00	$72.00

Carrier:

Medical Services Plan of British Columbia

PUBLIC SERVICE BENEFIT PLAN ACT

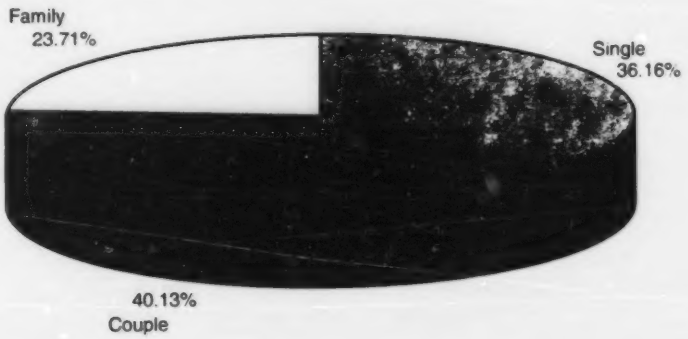
MEDICAL SERVICES PLAN

SCHEDULE NO. 1

PARTICIPATION ANALYSIS

As At March 31, 2000

	Single	Couple	Family	Total
BC Public Service Active Employees	8,160	8,320	10,922	27,402
Long Term Disability (LTD) Recipients	527	484	202	1,213
Pensioners	8,773	10,572	321	19,666
Total	**17,460**	**19,376**	**11,445**	**48,281**



PUBLIC SERVICE BENEFIT PLAN ACT

MEDICAL SERVICES PLAN

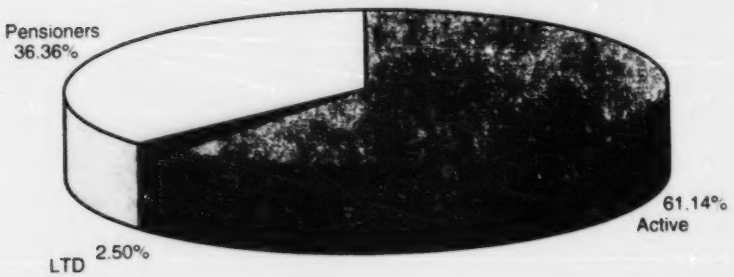
SCHEDULE NO. 2

GROSS EXPENDITURES ANALYSIS

For the Year April 1, 1999 to March 31, 2000

Total Expense **$31,566,206**

BC Public Service Active Employees	$ 19,300,672	61.14%
Long Term Disability (LTD) Recipients	789,925	2.50%
Pensioners	11,475,609	36.36%
Total	**$ 31,566,206**	**100.00%**



PUBLIC SERVICE BENEFIT PLAN ACT

MEDICAL SERVICES PLAN

SCHEDULE NO. 3

GROSS EXPENDITURE

5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Medical Services Plan costs are premium based and change according to the number of members covered, and by the status of those members. Costs are affected by the total number of employees and dependents enrolled in the plan and the mix of single, couple and family coverage.

	1995/96	1996/97	1997/98	1998/99	1999/2000	Percentage Increase/Decrease FY2000/FY1999
Active	$ 21,597,884	$ 22,673,849	$ 23,625,712	$ 19,821,444	$ 19,300,672	(2.6)
LTD	767,197	776,336	623,250	725,624	789,925	8.9
Pensioners	10,189,010	10,176,132	11,010,305	11,310,389	11,475,609	1.5
Total	**$ 32,554,091**	**$ 33,626,317**	**$ 35,259,267**	**$ 31,857,457**	**$ 31,566,206**	**(0.9)**

PUBLIC SERVICE BENEFIT PLAN ACT

PART II

EXTENDED HEALTH CARE

For the Year
April 1, 1999 to March 31, 2000

PUBLIC SERVICE BENEFIT PLAN ACT

EXTENDED HEALTH CARE PLAN

SUMMARY OF BENEFITS AND CLAIMS

For the Year
April 1, 1999 to March 31, 2000

Benefits:

The Extended Health Care Plan is designed to partially reimburse specified medical expenses which are not covered by the Medical Services Plan, the Hospital Insurance Program, or the Pharmacare program. Eligible expenses include: charges for prescription drugs, the cost of emergency ambulance services, fees of a Physiotherapist, Chiropractor, Naturopathic Physician or Registered Psychologist. The benefit also provides partial reimbursement of eyeglasses, hearing aids, and reasonable charges for physicians in emergency cases while travelling outside British Columbia. Direct-pay through Blue Net provides for point-of-sale reimbursement on prescription drugs.

Enrolment:

Enrolment numbers as at March 31, 2000 total 60,308, which includes employees of the Province of British Columbia (active and on Long Term Disability), pensioners and employees from other participating employer groups.

Financial Arrangement:

The Extended Health Care Plan is financed on a "cost-plus" basis, consisting of an administration charge (based on a percentage of claims paid), plus time, materials, postage, and interest costs. Effective January 1, 1997, the administration charge is 3.5% of claims paid for prescription drugs and 4.25% of all other paid claims. This benefit is 100% employer paid.

Claims Administrator:

Pacific Blue Cross

PUBLIC SERVICE BENEFIT PLAN ACT
EXTENDED HEALTH CARE PLAN
SCHEDULE NO. 1
PARTICIPATION ANALYSIS
As At March 31, 2000

	Single	**Couple**	**Family**	**Total**
BC Public Service Active Employees	8,057	10,673	14,002	32,732
Other Participating Employers	1,311	1,783	2,458	5,552
Long Term Disability Recipients	509	621	306	1,436
Pensioners	8,954	11,259	375	20,588
Total	**18,831**	**24,336**	**17,141**	**60,308**

PUBLIC SERVICE BENEFIT PLAN ACT

EXTENDED HEALTH CARE PLAN

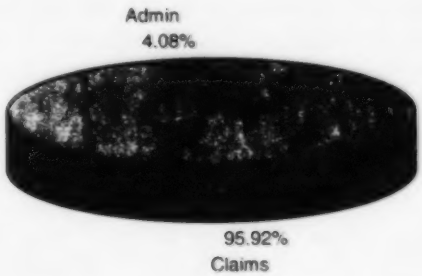
SCHEDULE NO. 2

CLAIMS ANALYSIS

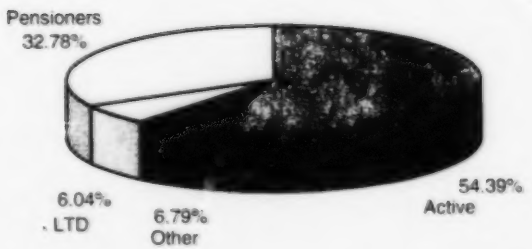
For the Year April 1, 1999 to March 31, 2000

Total Expense	**$ 23,412,159**

Claims	$ 22,457,706
Administration	954,453
Total	**$ 23,412,159**



BC Public Service Active Employees	$ 12,733,301
Other Participating Employers	1,589,806
Long Term Disability (LTD) Recipients	1,415,365
Pensioners	7,673,687
Total	**$ 23,412,159**



PUBLIC SERVICE BENEFIT PLAN ACT
EXTENDED HEALTH CARE
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Extended Health Care costs such as drugs, medical equipment, eyeglasses, hearing aids, diabetic supplies, physiotherapy and other expenses are increasingly used as the population ages. These costs are being impacted by the increased use, and frequency of use, of the services by the large baby boom generation as they grow older. Costs are impacted by the number of employees, pensioners and dependents covered under the plan. Drugs not reimbursed under other programs and new drugs including significant medical breakthroughs are much more expensive. These total medical costs continue to rise at a rate much higher than the Consumer Price Index.

	1995/96	1996/97	1997/98	1998/99	1999/2000	Percentage Increase/Decrease FY2000/FY1999
Active	$ 7,756,633	$ 8,499,690	$ 10,870,017	$ 11,682,604	$ 12,733,301	9.0
Other	1,157,190	894,816	1,634,568	1,550,634	1,589,806	2.5
LTD	715,497	821,772	1,024,321	1,214,826	1,415,365	16.5
Pensioners	3,208,135	3,850,469	6,061,343	6,825,735	7,673,687	12.4
Total	**$ 12,837,455**	**$ 14,066,747**	**$ 19,590,249**	**$ 21,273,799**	**$ 23,412,159**	**10.1**

PUBLIC SERVICE BENEFIT PLAN ACT

PART III

DENTAL PLAN

For the Year
April 1, 1999 to March 31, 2000

PUBLIC SERVICE BENEFIT PLAN ACT

DENTAL PLAN

SUMMARY OF BENEFITS AND CLAIMS

For the Year
April 1, 1999 to March 31, 2000

Benefits:

The Dental Plan provides financial assistance for basic dental expenses incurred by eligible employees as follows:

PART A	PART B	PART C
Diagnostic services	Crowns	Orthodontics
Preventive services	Bridges	
Endodontics	Dentures	
Periodontic services		
Oral surgery		
Restorative services		
Prosthetic repair services and relines		

The percentage of expenses covered, based on the Pacific Blue Cross fee schedule and fee guide are Part A 100%, Part B 65% and Part C 50%.

Information on the pensioner dental plan is not included in this report and can be obtained from the British Columbia Pension Corporation.

Enrolment:

Enrolment numbers as at March 31, 2000 total 39,720, which includes employees of the Province of British Columbia (active and on Long Term Disability), and employees from other participating employer groups.

Financial Arrangement:

The Dental Plan is financed on a "cost-plus" basis, consisting of an administration charge (based on a percentage of claims paid), plus time, postage, materials, and interest costs. Effective January 1, 1997, the administration charge is 1.9% of claims paid. This benefit is 100% employer paid.

Carrier:

Pacific Blue Cross

PUBLIC SERVICE BENEFIT PLAN ACT

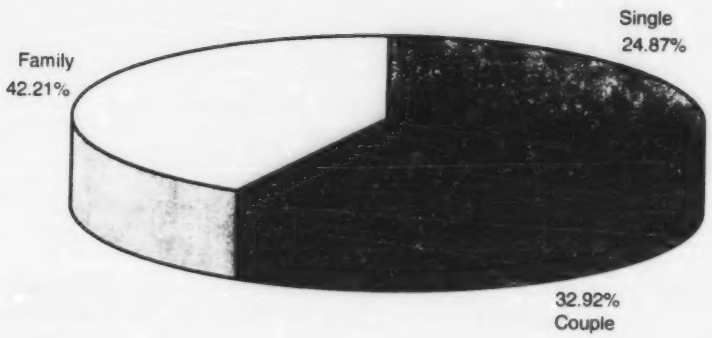
DENTAL PLAN

SCHEDULE NO. 1

PARTICIPATION ANALYSIS

As At March 31, 2000

	Single	**Couple**	**Family**	**Total**
BC Public Service Active Employees	8,057	10,673	14,002	32,732
Other Participating Employers	1,311	1,783	2,458	5,552
Long Term Disability Recipients	509	621	306	1,436
Total	**9,877**	**13,077**	**16,766**	**39,720**



PUBLIC SERVICE BENEFIT PLAN ACT

DENTAL PLAN

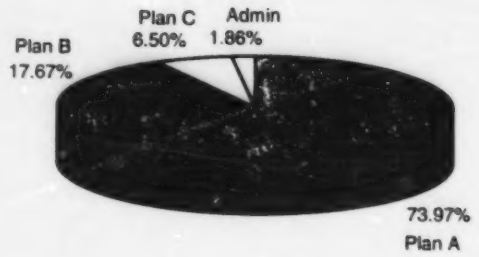
SCHEDULE NO. 2

CLAIMS ANALYSIS

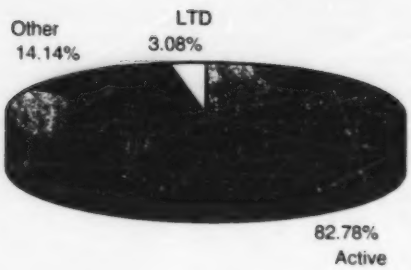
For the Year April 1, 1999 to March 31, 2000

Total Expense	**$31,226,480**

Plan A	$23,097,523
Plan B	5,516,962
Plan C	2,029,754
Administration	582,241
Total	**$31,226,480**



BC Public Service Active Employees	$25,850,080
Other Participating Employers	4,415,802
Long Term Disability (LTD) Recipients	960,598
Total	**$31,226,480**



PUBLIC SERVICE BENEFIT PLAN ACT
DENTAL PLAN
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Dental Plan costs are affected by the number of employees and dependents enrolled in the plan and the amount the plan is used. The utilization rates are affected by the demographics of the plan members. Reimbursement is made in accordance with the Pacific Blue Cross Dental Fee Schedule which is adjusted annually. Changes to the Plan coverage are reflected in the costs.

	1995/96	1996/97	1997/98	1998/99	1999/2000	Percentage Increase/Decrease FY2000/FY1999
Active	$ 27,602,294	$ 28,785,978	$ 26,233,507	$ 24,794,614	$ 25,850,080	4.3
Other	4,515,263	3,681,768	5,313,551	4,499,363	4,415,802	(1.9)
LTD	741,641	778,205	768,501	848,362	960,598	13.2
Total	**$ 32,859,198**	**$ 33,245,951**	**$ 32,315,559**	**$ 30,142,339**	**$ 31,226,480**	**3.6**

PUBLIC SERVICE BENEFIT PLAN ACT

PART IV

GROUP LIFE INSURANCE PLAN

For the Year
April 1, 1999 to March 31, 2000

PUBLIC SERVICE BENEFIT PLAN ACT

GROUP LIFE INSURANCE PLAN

SUMMARY OF PREMIUMS AND BENEFITS

For the Year
April 1, 1999 to March 31, 2000

Benefits:

Upon the death of an insured employee, the Group Life Insurance Plan provides a payment to that employee's designated beneficiary or estate.

This benefit includes a funeral advance payment provision, a terminally ill advance payment provision and an accidental dismemberment clause. Spouse and dependent coverage is available on an optional basis to all employee groups.

The coverage is a multiple of the employee's annual salary computed at either two or three times the annual salary, which is determined by their employment category. Minimum coverage levels are $40,000 (Nurses), $65,000 (BC Ferry Corporation) or $70,000 (all other employees).

Enrolment:

The number of insured lives as at March 31, 2000 total 46,829, with life insurance coverage to a total value of $4,803,235,292. Enrolment numbers include participants from the Province of British Columbia and other participating employer groups.

Financial Arrangement:

The Group Life Insurance Plan is financed on a premium basis, with a premium rate of 17¢ per $1,000 per month for insurance.

The cost of this benefit is shared between the employee and the employer, with the employer paying the premium for the minimum coverage and the employee paying the premium for coverage in excess of the minimum.

The carrier retention fee includes .26% of premiums (maximum $20,000), plus .25% of premiums, plus $135 per claim, plus $40 per conversion.

Carrier:

The Great-West Life Assurance Company

PUBLIC SERVICE BENEFIT PLAN ACT

GROUP LIFE INSURANCE PLAN

SCHEDULE NO. 1

CLAIMS ANALYSIS

For the Year April 1, 1999 to March 31, 2000

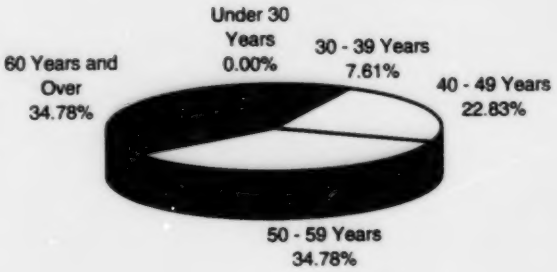
Amount of Claims	**$8,225,000**
Amount of Advances	**$698,495**
Total Amount of Claims	**$8,923,495**

Total Number of Claims

Male	61
Female	31
Total	**92**

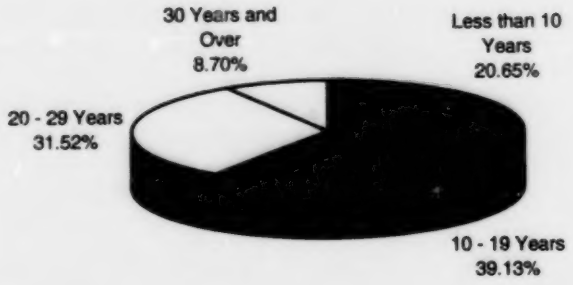
Age At Death

	Number
Under 30 Years	0
30 - 39 Years	7
40 - 49 Years	21
50 - 59 Years	32
60 Years and Over	32
Total	**92**



Length of Service

	Number
Less than 10 Years	19
10 - 19 Years	36
20 - 29 Years	29
30 Years and Over	8
Total	**92**



PUBLIC SERVICE BENEFIT PLAN ACT
GROUP LIFE INSURANCE PLAN
SCHEDULE NO. 2
FINANCIAL SUMMARY
For the Year Ending March 31, 2000

FUNDING

Premiums	$ 10,254,286
Interest Received on Surplus	237,816
Interest on Cash Flow	206,046
Interest on Segregated Funds	2,565,315
Total	**$ 13,263,463**

EXPENDITURES

Employee Death Claims	$ 8,225,000
Disabled Life Death Claims	-
Dependent Death Claims	296,000
Advance Payments	698,495
Dismemberment Claims	-
Conversion Charges	48,845
Interest on Claim Payments	36,970
Assurance Company Retention	64,556
Benefit Premium Tax	187,017
Total	**$ 9,556,883**

Fund Balance at Beginning of Year	$ 15,857,811
Net Gain/Loss	3,706,580
Fund Balance at End of Year	**$ 19,564,391**

RESERVES

	Advanced Death Claim Reserve	Callable Refund Deposits	Disabled Life Reserve (1)	Surplus	Fund Balance
Beginning Balance	$ 639,000	$ 1,958,282	$ 94,000	$ 13,166,529	$ 15,857,811
Increase/(Decrease)	(35,200)	605,289	-	3,136,491	3,706,580
Ending Balance	$ 603,800	$ 2,563,571	$ 94,000	$ 16,303,020	$ 19,564,391

(1) This Reserve was established for claimants under former policies 6878GL(1), 6878GL(2) and 6878GL(3)

PUBLIC SERVICE BENEFIT PLAN ACT
GROUP LIFE INSURANCE PLAN
SCHEDULE NO. 3
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

The Group Life Plan costs arise from death and dismemberment claims. The total cost is determined by the number of such claims and the amount of each claim. The benefit formula is based on salary, therefore as salaries increase, the cost of claims increases.

Year	# of Claims	Gross Expenditure	Percentage Increase(Decrease) to Gross Expenditure
1995/96	110	$ 9,267,068	24.4
1996/97	96	$ 8,530,767	(8.0)
1997/98	84	$ 7,496,021	(12.1)
1998/99	116	$10,120,000	35.0
1999/2000	92	$ 8,923,495	(8.8)

PUBLIC SERVICE BENEFIT PLAN ACT

PART V

LONG TERM DISABILITY PLAN

For the Year
April 1, 1999 to March 31, 2000

PUBLIC SERVICE BENEFIT PLAN ACT

LONG TERM DISABILITY PLAN

SUMMARY OF BENEFITS AND CLAIMS

For the Year
April 1, 1999 to March 31, 2000

Benefits:

The Long Term Disability Plan provides income to employees who become totally disabled due to illness or injury. Benefits are payable to a disabled employee after the employee has been totally disabled for at least seven months. The one exception to the seven month provision is for those employees of the BC Ferry Corporation who are eligible for benefits after six months absence due to total disability.

The monthly benefit (on average) is equal to 68.3% on the first $2,350 of monthly earnings and 50% of monthly earnings in excess of $2,350. Benefits are paid until the employee recovers, resigns, retires, dies, or terminates employment.

Employees on long term disability continue to accrue pensionable service and are covered by the Group Life Insurance Plan, Dental Plan, Extended Health Care Plan and Medical Services Plan.

Enrolment:

This benefit is extended to employees of the Province of British Columbia and to employees of other participating employer groups. There is no enrolment process prior to receipt of a long term disability claim for adjudication.

Financial Arrangement:

The Long Term Disability Plan is funded through participating Employer contributions which are based on a percentage of payroll using an actuarial review of experience. These contributions are deposited in the Long Term Disability Plan and invested by BC Investment Management Corporation who establish and maintain reserves. Expenses are debited to the plan as required. This benefit is 100% employer paid.

An actuarial valuation is performed on the Long Term Disability Plan at least every three years or when there is a significant adjustment to plan claim experience.

The Long Term Disability Plan pays any required contributions to continue the employee coverage under the Group Life Insurance Plan, Dental Plan, Extended Health Care Plan and Medical Services Plan.

Carrier:

The Great-West Life Assurance Company

Note: Audited Long Term Disability financial statements available in Public Accounts.

PUBLIC SERVICE BENEFIT PLAN ACT

LONG TERM DISABILITY PLAN

SCHEDULE NO. 1

CLAIMS ANALYSIS

For the Year April 1, 1999 to March 31, 2000

Month	New Claims Submitted	Re-opened Claims	Terminated Claims	New Claims Declined
April 1999	27	8	31	8
May	41	13	47	20
June	59	11	41	13
July	54	8	27	11
August	32	15	43	8
September	45	8	35	9
October	32	15	49	15
November	47	11	38	7
December	53	10	31	9
January 2000	46	20	42	13
February	44	11	28	10
March	62	17	64	11
TOTAL	**542**	**147**	**476**	**134**

Month	Open Claims at Month End	Claims with First Payment Made in Month	Claims Starting new 12 Month Period
April 1999	1,456	32	123
May	1,440	38	92
June	1,457	36	97
July	1,481	44	85
August	1,474	44	126
September	1,480	36	113
October	1,469	33	112
November	1,483	38	124
December	1,506	29	122
January 2000	1,517	55	112
February	1,534	39	113
March	1,539	42	91
TOTAL		**466**	**1,310**

PUBLIC SERVICE BENEFIT PLAN ACT
LONG TERM DISABILITY PLAN
SCHEDULE NO. 2
STATEMENT OF NET ASSETS
AVAILABLE FOR BENEFITS
AS AT MARCH 31, 2000

		($ thousands)
ASSETS		
Investments	$	223,169
Receivables		
Due From Broker		2,900
Province of B.C. Contributions		1,310
Other Employer Contributions		779
Accrued Investment Income		66
Recoveries Receivable		52
Cash		-
Total Assets	$	228,276
LIABILITIES		
Outstanding Cheques	$	720
Prepaid Contributions		15
Accounts Payable		3,000
Total Liabilities	$	3,735
NET ASSETS AVAILABLE FOR BENEFITS	$	224,541

PUBLIC SERVICE BENEFIT PLAN ACT
LONG TERM DISABILITY PLAN
SCHEDULE NO. 3
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED MARCH 31, 2000

	Province of BC* ($ Thousands)	Other Participating Organizations ($ Thousands)	Total ($ Thousands)
INCREASE IN ASSETS			
Net Investment Income	$ 30,688	$ 3,439	$ 34,127
Employers' Contributions	27,743	2,802	30,545
Other	-	-	-
Total Increase in Assets	**$ 58,431**	**$ 6,241**	**$ 64,672**
DECREASE IN ASSETS			
Disability Benefits	$ 22,667	$ 2,724	$ 25,391
Contributions to Other Employee Benefit Plans (1)	3,119	382	3,501
Other	41	-	41
Claims Administration & Actuarial Expense	625	71	696
Rehabilitation Programs	1,269	103	1,372
Program Administration Expense	408	59	467
Legal Settlements	-	90	90
Claims Review Committee	97	10	107
Total Decrease in Assets	**$ 28,226**	**$ 3,439**	**$ 31,665**
Increase(Decrease) in Net Assets	$ 30,205	$ 2,802	$ 33,007
Net Assets Available for Benefits at Beginning of Year	171,971	19,563	191,534
NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	**$ 202,176**	**$ 22,365**	**$ 224,541**

(1) As reflected in other benefit sections of this report

*Includes Liquor Distribution Branch and B.C. Mental Health Society

PUBLIC SERVICE BENEFIT PLAN ACT
LONG TERM DISABILITY PLAN
SCHEDULE NO. 4
GROSS EXPENDITURE
5 YEAR COMPARATIVE ANALYSIS

Cost Factors:

Decreases in 1997/98 are attributed to a special retirement incentive program (SRIP) which resulted in 248 LTD recipients retiring, thus lowering costs for that fiscal year. Therefore, the increase for 1998/99 appears greater than it actually would have been without the SRIP program in 1997/98.

Year	Gross Expenditure	Percentage Increase(Decrease)
1995/96	$25,973,000	11.7
1996/97	$27,402,000	5.5
1997/98	$25,269,000	(7.8)
1998/99	$28,560,000	13.0
1999/2000	$31,665,000	10.9